Equality Impact Assessment Record

Date of EIA November 2009

Directorate Social Care & Learning

Initial Screening Record	
Activity to be assessed	**Community Response & Reablement**
What is the activity?	☐ Policy/strategy ☐ Function/procedure ☐ Project ☐ Review ☒ Service ☐ Organisational change
Is it a new or existing activity?	☐ New ☒ Existing
Aim / objective / purpose of the activity – who is the activity designed to benefit/target?	**The purpose of the activity is to:** Provide assessment, support planning and a Reablement service, prevent unnecessary hospital admission, facilitate safe hospital discharge and provide end of life support. **The activity is designed for**: All residents of Bracknell Forest aged 18+
Who is responsible for the activity?	The person/section/team responsible for this policy/function is: Head of Community Response & Reablement
Did Step 1: Initial Screening indicate that a full EIA was necessary?	☒ Yes – full EIA completed and recorded below. ☐ No – full EIA not completed therefore record ends here.

Full EIA Record		
Who are the members of the EIA team?	Head of Community Response & Reablement Team Manager, Community Response & Reablement Residential Intermediate Care Manager EDT Team Manager - Andy Cole Registered Residential Home Manager - Ruth Halliday	
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	**Data Analysis** *(from RAP 2008/09 backing data)* **Ethnicity –** consistent with population of Bracknell-Forest (Census 2001) **Disability** – The service is for people aged 18+ who have a chronic or temporary illness that requires intermediate support/re-ablement. It therefore has a positive impact on this group. **Gender** – Men are less likely to receive this support. Of the 1162 who received intermediate care in 2008/09 67% were women, 33% men. This difference is unlikely to be due to the longer life expectancy of women as it is the case in all age groups. Further research into the reasons will be needed. National research has also found that men are less likely to access social care support. **Age** – the chances of needing intermediate social care support/re-ablement, increases with age. The age breakdown of the people who received CR & R support in 2008/09 reflects this trend with 86% of people being over the age of 65. **Religion/Belief and Sexual Orientation –** insufficient data for analysis **Consultation** was undertaken to inform the development of the Long Term Conditions Commissioning Strategy.	
With regard to the equalities themes, which groups might be **impacted** by the activity?	**Groups Impacted**	**Groups impacted adversely**
	☒ Race and ethnicity	☐ Race and ethnicity

Might any of these groups be impacted **adversely**?	☒ Disability ☒ Gender ☒ Age ☒ Sexual Orientation ☒ Faith or belief	☐ Disability ☐ Gender ☐ Age ☐ Sexual Orientation ☐ Faith or belief
What evidence is there to suggest an impact/adverse impact?	See above.	See above.
On what grounds can impact or adverse impact be justified?	Age: CR&R provides a service for Bracknell residents aged 18+, therefore does not assess those under the age of 18. There are, however, other services within the council that meet the needs of this group. Disability: Due to our CSCI registration, our residential intermediate care centre is unable to admit people with a primary diagnosis of dementia, however there are other facilities to accommodate these individual's needs and CR&R will provide a Reablement service within these facilities. Gender – National research has found men less accepting of social care support. However, further research will be undertaken to identify reasons for this.	
Is there any current action that addresses issues for any of the groups impacted/adversely impacted?	All staff attend mandatory training in equality and diversity during their induction period. The council also offers refresher courses and we shall be ensuring that all staff who have not been on the training in the last 3 years, attend this course. Our service is accessible to all residents of Bracknell through our single point of contact telephone number, our fax number, email service and availability for face to face referrals. We also have use of a minicom service and interpreters. By supporting recruitment and retention of staff from all backgrounds, we are able to deliver culturally sensitive services to those individuals in the community requiring our service. Our family friendly and flexible working policies and provision of specialist equipment for staff aim to ensure our working practices give due consideration to any potential impact on staff within the listed categories.	
What changes will you make to the activity reduce or remove any differential/adverse impact?	1. Gender: We will conduct further research into the reasons for men being less likely to receive this support. As part of our research & data analysis, we will be looking at how our staff fit into the categories, which will help us with service delivery e.g. our ability to respond to individuals who request carers of a specific gender to assist with personal care tasks. 2. We will be investigating options of additional methods of collecting feedback from individuals in all to ensure that service user feedback is reflective of the local population. 3. Ensure all staff have undertaken refresher courses in equality and diversity every 3 years.	

Into which action plan/s will these actions be incorporated?	Reported through the PMR
Who is responsible for the action plan?	Head of Community Response & Reablement
Have any examples of good practise been identified as part of the EIA?	CR&R have been supporting an Asian family. They asked the team to consider making adjustments to the way in which they work in their home which were accommodated e.g. removal of shoes on entry to the house Our single point of contact comprises a team of 6 customer liaison officers. One of these staff members is fully conversant in sign language and as such is able to interview and assist in assessments of deaf individuals in the community. The team have recently been involved in supporting an elderly lady of the travelling community. The contact, intervention and support for this person had to be flexible and sensitive as the family were reluctant to accept support from local authorities. The approach used assisted not only in meeting the individual's needs, but also in building trust with the travelling group.
Has the EIA been published on the Council website?	Yes
Who is the relevant Chief Officer and have they signed off the EIA?	Mira Haynes
Which PMR will this EIA be reported in?	Q4 2009-10